



# DEPARTMENT OF DEFENSE

## **job-grading system manual for nonappropriated fund instrumentalities**



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ASSISTANT SECRETARY OF DEFENSE  
(MANPOWER, RESERVE AFFAIRS, AND LOGISTICS)

JOB-GRADING SYSTEM MANUAL  
FOR NAFIs

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## REFERENCES

- (a) DoD Instruction 1401.1, "Personnel Policy for Nonappropriated Fund Instrumentalities (NAFIs)," July 24, 1978
- (b) Public Law 92-392, August 19, 1972, amends subchapter IV or Chapter 53 of Title 5, United States Code (fixing and adjusting of rates of pay for prevailing-rate employees)
- (c) Federal Personnel Manual Supplement 532-2, "Federal Wage System--Non-appropriated Fund Employees"
- (d) DoD 1401.1-M, "Personnel Policy Manual for Nonappropriated Fund Instrumentalities," January 13, 1981, authorized by DoD Instruction 1401.1, July 24, 1981
- (e) Federal Personnel Manual Supplement 532-1, "Federal Wage System"
- (f) Federal Personnel Manual Supplement 512-1, "Job-Grading System for Trades and Labor Occupations"
- (g) OPM "Handbook of Occupational Groups and Series of Classes"
- (h) OPM "Position Classification Standards for General Schedule (GS) Positions"